JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA

PGDM / PGDM (M) / PGDM (SM)

FIRST TRIMESTER (Batch 2018-20)

END TERM EXAMINATIONS, OCTOBER 2018

Course Name	ORGANISATIONAL BEHAVIOUR	Course Code	HR101
Max. Time	2 Hours	Max. Marks	40 MM

INSTRUCTIONS:

a. All questions are compulsory, for which marks are indicated against the questions.

b. Please write your answers legibly, avoid writing anything on question paper except your roll number.

Q1. Leadership effectiveness is contingent upon whether the style used is appropriate, to the demands of the situation or not. Critically examine the leadership theory that advocates this viewpoint.   **8 Marks**

Q2. Personality impacts managerial decisions. In view of the statement, explain, how Big Five Model of Personality factors contribute to the outcome of managerial decisions at organizations, with suitable business examples.   **8 Marks**

Q3. A company does not need to be a large company in order to have a company culture. Do you agree? Give relevant examples from the Indian startups which justify this view?   **8 Marks**

Q4. Ashima and Jaya both work in the Accounts department. Jaya was hired a few months ago and Ashima has been with the company for eight years. Jaya, while being a proficient employee, tends to wait until the last minute to get her work done. Ashima works more steadily and keeps on top of her work daily. Ashima complains that Jaya has to mend her working style as her last minute habit is affecting Ashima's style. As they rely on each other for certain tasks, she is uncomfortable with waiting until an hour or so before a deadline when they are required to collaborate. Because of the conflict, Jaya is missing more work and you suspect, it's because she wants to avoid Ashima and her wrath.

If you were the leader of the two, suggest your choice of strategies for managing conflict and team work as mentioned in the above scenario.   **8 Marks**

Q5. As per a recent article the co-working spaces have grown as an asset to companies, by harnessing the drive to creativity and productivity. Today, companies thrive, not just to achieve financial profitability, but productivity enhancement too. Workspaces could be a great inspiration to outstanding performance and an influence to leading a motivational work life. Bright colors, quirky patterns and lively ambience are a great stress-buster and help nourish one's creative thought-process. More than sharing just office spaces, co-working has evolved further into an environment where different minds function under one roof. New-age technology, flexibility, structure and organizational change – have together facilitated the co-creation of an all new community. This transformation from traditional offices with cabins and glass doors to sharing work bays and lunch boxes with friends from different companies definitely does hold a different meaning to the employees. In fact, a survey report by The Office Group (TOG) reveals that about 80% of employees feel more productive in co-working spaces than otherwise.

Evaluate, how organizational structure facilitates employees behaviour towards organizational change for better productivity.   **8 Marks**